



From the Acquisition Support Center Director

Since becoming the U.S. Army Acquisition Support Center's (ASC's) Director in July, I have gained a much better appreciation for the ASC mission and the awesome responsibility we have as an organization in providing our program executive offices (PEOs) with major-command-level support. That support will continue to increase as we build new relationships and forge new partnerships with our PEOs and their program management offices (PMOs). As we move forward, it's important that the ASC staff understand my leadership philosophy of "People First." People First is made up of three components: individuals, teams and customers.



Foremost, people always come first, or the mission will be compromised. I expect to meet with every person in the organization — military, civilian and contractor — to review their Individual Development Plans (IDPs), career goals and personal accomplishments. I envision you routinely spending at least 15-20 minutes with each of your people discussing long- and short-term goals and outlining specific career objectives for the future. IDPs should include training plans that will help you manage your workload more efficiently as part of an integrated team that will better support the Army Acquisition Corps (AAC); Acquisition, Logistics and Technology (AL&T) Workforce and, ultimately, the U.S. Army.

Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT) LTG Joseph L. Yakovac Jr. wants the AL&T Workforce to continually seek education and training. He specifically mentioned the Massachusetts Institute of Technology's Program on Emerging Technologies (<http://poet.mit.edu/>) and Army Chief Information Officer/G-6 LTG Steven W. Boutelle's executive education initiative titled *OPM-Executive Core Qualifications*. More information about this initiative can be found on Army Knowledge Online (AKO) at www.us.army.mil. After logging in to AKO, go to the left navigation bar and click on "Army Organizations," then click on "Army CIO/G-6." You will find a link to OPM-Executive Core Qualifications at the bottom of that page.

I will also talk to AL&T Workforce members who plan to retire in the near future about their respective careers as Army acquisition professionals. They can help us gain renewed insight and perspective from their past experiences, and we can use those insights to plan our workforce's professional development for the future. Additionally, I'm working with the Defense Acquisition University to implement an ASC Wellness Program to encourage each of our employees — military and civilian — to spend time taking care of their physical well-being. You should look at creating such a program for your organization.

Secondly, without dedication to the teams in which we participate, we could not accomplish everything we need to do as an organization. The teams we work in — integrated product teams, ASC divisions and other informal working groups — are how we accomplish our organizational mission every day. We will continue ASC's successful customer service track record, improving our operational capabilities, responsiveness and capacity as we go.

Thirdly, our customers — the Soldiers and combatant commanders who are the end-users of AAC products — keep us focused on completing our everyday tasks efficiently, diligently and with an eye toward meeting their field requirements quickly. We handle the "business" end of everything Soldiers need to do their jobs effectively, from food and personal hygiene products, to ammunition and the weapon systems that fire it. Our customers also include the ASAALT office staff, PEOs and PMs and the Army Materiel Command.

As a reminder to our AAC military members — LTG Yakovac expects all military personnel to be "deployment ready," with shots, wills and family support plans, to fill overseas movement requirements when the call comes. Get your personal affairs in order now and expect to be deployed — don't wait to get ready.

I'm excited about this opportunity to lead ASC into the future and I pledge to work toward continued AAC excellence in support of the U.S. Army's transformation and our magnificent Soldiers. *People First!*

COL Genaro J. Dellarocco

Director

U.S. Army Acquisition Support Center

Super Bowl Champs or Acquisition Workforce — When It Comes to Teamwork, It's All the Same

Caitlin Fitzgerald

Acquisition workforce members at the Soldier Systems Center (SSC), Natick, MA, got an insider's look at what it takes to be a successful team player during a visit by New England Patriots defenseman Willie McGinest. As an FY04 U.S.

Army Acquisition Support Center (ASC) Regional Training Program initiative, the Northeast Region's Customer Support Office (CSO) in Natick hosted the two-time Super Bowl player-participant winner on June 14, 2004. After a formal introduction by José Milette, team leader for the Airdrop Technology Team, the impressive defenseman spoke at length about the ideas and realities related to effective team building and his own personal triumph over adversity.

McGinest acknowledged the importance of what the SSC acquisition workforce accomplishes in comparison to the work he does, praising the audience for their unfailing dedication to Soldiers. "I've been humbled as an athlete and as a person," McGinest remarked. He then recounted his tumultuous childhood growing up in a bad neighborhood in Long Beach, CA. He stressed that he forced himself to look at his future in a positive light rather than resigning

McGinest acknowledged the importance of what the SSC acquisition workforce accomplishes in comparison to the work he does, praising the audience for their unfailing dedication to Soldiers.

himself to the wrong path that many of his peers ended up following. Sports, McGinest explained, provided the greatest opportunity to elevate himself out of a potentially damaging environment and into a world where the focus is always on the team and group cooperation.

McGinest found that the team environment that athletics engendered was the best atmosphere for him, and helped him achieve success as part of a family-like group in which each member adheres to the same philosophy — "no single player is better than the whole team!" This theory obviously proved wildly successful for the Patriots, a team to which McGinest has belonged for 11 years, because they have won two Super Bowl championships in the last 3 years.

The accomplished defenseman also credited Coach Bill Belichick for being an outstanding motivating force for him and his teammates. McGinest said that Belichick always makes his players want to work their hardest and give their best possible performance on the field, and explained how this attitude permeates throughout their organization.

"If I mess up doing my job, it hurts the team," said McGinest. "If one guy goes down, we all go down." This evoked a lot of understanding from the audience, whose interactions in the acquisition workforce often parallel the on-field situations of which McGinest spoke.

The SSC workforce displayed a heightened sense of team spirit during the program, especially during the question and answer (Q&A) session following McGinest's speech. "The epitome of teamwork for us is winning a championship and getting one of these," McGinest continued. He then reached into his pocket and took out his 2004 Super Bowl Ring, which McGinest had just received the night before.

The impressively large, diamond-studded ring was passed around the auditorium as McGinest addressed questions about various subjects, ranging from his thoughts about the role of Soldiers in today's world to the secrets of successful teamwork. McGinest spoke highly of the sacrifice of former National Football League (NFL) safety Pat Tillman, who was killed earlier this year in combat in Afghanistan after turning down a \$3.6 million NFL contract to join the U.S. Army Rangers. McGinest clearly felt a humble, reverent respect for the Armed Forces.



New England Patriots defenseman Willie McGinest discusses the importance of teamwork during his presentation to the SSC acquisition workforce on June 14, 2004. (U.S. Army photo by Sarah Underhill, Natick photographer.)

When asked how seasoned veterans on a top-notch team make rookies and new members feel welcome, McGinest explained that new people learn very quickly what the organization is all about and understand the amount of pride taken in the team's work. Once they make the necessary adjustments to become an integral part of that, they're a part of the family, said McGinest. He responded similarly to a query about addressing conflict within the team, saying that if everyone is giving their all and being respectful, conflict can usually be worked out smoothly. In those situations, "as professionals, you have to move on — or close the doors and have a rumble," he quipped.

For McGinest, the bottom line is this: work hard, stay focused and play as a team. When asked about the 2001 Super Bowl in which the Patriots refused to run onto the field one by one, he stated, "We just said, 'We're not going out one by one — we can't beat them one by one.' Of course, you've got to have some good players, too!"

A highlight of McGinest's Q&A session was the conversational atmosphere and light humor that surfaced in many of his responses. While passing around his \$20,000 Super Bowl ring, McGinest made sure to jokingly remind the audience that there was tight security present. And when one workforce member told McGinest that his nephew had faced the Patriots on the gridiron, he joked, "I'm sorry to hear that."

In appreciation of his shared team spirit with the SSC acquisition workforce, Diane Nyren, ASC Acquisition Career Manager (ACM), presented McGinest with two photo plaques, along with nutritional HOOAH! bars and Energy Rich Glucose Optimized (ERGO) drinks developed by Natick. "I might be calling you every week for these," McGinest said. Susan Butler, Deputy to the Deputy Commanding General for Operations, thanked McGinest for his appearance and said the work accomplished every day at SSC is done to improve Soldier quality of life. She also thanked him and his team for improving their fans' quality of life. As was evidenced by the large amount of positive feedback received by the CSO, McGinest certainly brought a renewed sense of team spirit to the acquisition workforce.

Caitlin Fitzgerald is an Administrative Assistant, ASC Northeast Region, at SSC. She is a sophomore at Boston College and is pursuing a B.A. in English.



AHRC Notes

AAC FY04 LTC Promotion Selection Board Results

Overall AAC Results

The FY04 Lieutenant Colonel (LTC) Promotion Selection Board results were released in July 2004. The selection rate for Army Acquisition Corps (AAC) officers in the primary zone (PZ) was 72.2 percent (a decrease from 80.2 percent for FY03), while the PZ selection percentage for the Army Competitive Category (ACC) was 76.9 percent. Selection rates among the four career fields and AAC alone are as follows:

Career Field	PZ	Above Zone (AZ)	Below Zone (BZ)
Operations	79.6%	6.9%	7.5%
Operational Support			
(AAC/Foreign Area Officer)	72.2%	13.6%	7.4%
AAC Only	72.7%	7.9%	6.7%
Information Operations	70.6%	14.0%	6.6%
Institutional Support	73.3%	13.7%	5.9%
Total AAC	76.9%	9.1%	6.8%

The FY04 LTC Promotion Selection Board reviewed the files of 110 PZ AAC officers and selected 80. Additionally, 6 AZ AAC officers (7.9 percent) were selected, and 9 BZ AAC officers (6.9 percent) were selected.

A review of those officers' files selected for promotion by the FY04 LTC board revealed the following trends:

Command and Staff College (CSC)

Fifty percent of the PZ AAC officers selected attended resident CSC. The other 50 percent of the PZ AAC officers selected completed CSC through nonresident studies. Twelve percent (13) of the PZ officers did not complete either resident or nonresident CSC. None of these officers were selected for promotion. Seven AAC officers who attended resident CSC were not selected. These trends suggest a changing mindset as the Army moves toward intermediate level education as a replacement for traditional CSC. Resident or nonresident CSC completion is becoming a less discriminating factor, while CSC completion in general continues to receive heavy focus.

Company Command Evaluations

Company command evaluation reports appeared to carry weight with the board, but overall file strength, report sequence and CSC were the major determining factors for promotion selection. The majority of AAC officers selected for promotion had at least one above-center-of-mass (ACOM) Officer Evaluation Report (OER) as company commanders. These reports generally had either clear ACOM senior rater profiles and/or strong, exclusive senior rater comments on potential.

Consistent COM(+) Performance and Job Progression

Another important trend was consistent COM(+) performance throughout the officer's career. AAC officers selected for promotion generally had consistent COM(+)/ACOM OERs. Additionally, officers favorably considered demonstrated clear evidence of increased responsibility and diversity from one assignment to the next.

The Current OER (DA Form 67-9)

Our analysis clearly showed that the board placed the most emphasis on the current OER (DA Form 67-9) and little emphasis on the previous OER system. The average number of new OERs for PZ officers selected was 5.4. The PZ officers selected for promotion had an average of 2.9 ACOM OERs (54 percent). This substantiates the position that a COM report is not a "career ender." However, there is a significant difference between a single COM report and a COM file. Officers considered for promotion who did not have any ACOM OERs were not selected.

Bottom Line

The board appeared to take into consideration the "whole person" concept that includes performance, qualifications (e.g., positions held, schools attended, etc.) and Army needs. However, a COM(+) file, consisting of strong COM reports coupled with ACOM reports, seemed to be critical for selection. Generally, a file with one or more ACOM reports for every two COM reports and CSC completed, had a high selection rate. However, most officers selected for promotion possessed files with 50 percent ACOM reports or more.

Congratulations to the following AAC officers selected for promotion to LTC. *Note: Three names were not available when this magazine went to press.*

Amsler, Duane Ellis Jr.
Armstrong, Scott Charles
Backman, Robert Edward

Balda, John Scott
Barrett, Eugene
Batchelder, Dean Ray
Baxter, Timothy Richard
Brashear, James Brian
Brown, Anthony Tyrone
Bruner, Scott Francis
Bruning, Walter James
Brunson, Kerry Patrick
Carberry, William Francis
Carter, Charles Allen
Chapman, David Patrick
*Clements, Andrew Todd
Courtney, John Michael
Creech, Gregory Stuart
Cunningham, Daniel Jordan
Dailey, John Scott
Dodge, Ronald Cleveland Jr.
*Donovan, Sharlene Joy
Evans, Anthony Orlando
Faieta, Phillip James
From, Jeffrey Dwayne
Garland, William Anthony
*Gresham, Shawn Patrick
Grier, Robert Baxter Jr.
Grinsell, Christian Bernard
Guilford, Daniel Joseph
Hannah, Robert John
Hannon, John Patrick
Harper, Robert Dale
Harvey, Keith Downing
Higgs, Carl Barry
Hillman, Kevin James
Huff, Michael Allen
Johnson, Lewis Allen Jr.
Keller, Winfield Rosenberry
Knight, Jeffrey Todd
Lewis, John William
Martino, Charles David
Mason, Edward Earl
McVay, Robert Gregory
Mentzer, Rodney Allen
Metts, Mel Mark
Minus, Joseph Sheppard Jr.
Miskovic, Mark Andrew
Moffatt, James Anthony
Mohney, Eric Vern
Monis, Michael Joseph
Murphy, Wayne
Myles, Robert William Jr.

Nagel, Joseph Robert
*Nassar, Michelle
*Nelson, Scott
Noe, Steven Michael
Olsen, Robert Frans
Oregon, John Michael
Petermann, Wolfgang A.
Proctor, James Moreno Jr.
Pustarfi, Stanley H.
Raferty, James John Jr.
*Rasch, Robert
(Boarded as FA53)
Rashid, Quenton Talib
Richards, Clyde Ezekiel Jr.
Riordan, Matthew
Rodeschin, Darrin Henry
Rogers, Stuart Kavan
Schnaidt, Matthew Clifford
Schoolcraft, David Elliot
Seacord, Christopher Robert
Shanklin, John Ellie J.
Sheehy, William Henry
Statham, Alan Thomas
Stawowczyk, Edward John
Stephens, Gary Dell
Strange, Timothy John
Stroup, Adam Nevin
Swanson, Edward John
Terry, Reginald
Theall, Debora Lynn
*Todd, Thomas Hiram III
Tuftie, Bruce James
Utroska, William Thomas
Vergez, Norbert Eugene
*Vogelhut, Jonas
Vozzo, Nicholas James
Wallington, Clinton J. III
Washington, Gail Lynn
Wilson, Veronica Ann
Witteveen, David Mark

*BZ selection



FY04 Major Promotion Board Results

The FY04 Major Promotion Board results were released Aug. 24, 2004. This article analyzes the board results.

Overall Acquisition Corps Results

Board members reviewed the files of 123 Army Acquisition Corps (AAC) officers in the primary zone (PZ) of consideration for promotion. From this population, the board selected 122 officers. The resulting PZ selection rate of 99 percent is a 3-percent increase over last year. The Army's competitive category PZ selection was 96.9 percent. There were eight AAC officers considered for above-the-zone (AZ) promotion and the board selected six. The AZ AAC selection rate for AZ is 75 percent. The Army's competitive category AZ selection was 51.8 percent. In addition, five AAC officers were selected below the zone.

Trends for Selectees

Again, we are seeing that the selection to major is a reflection of how well an officer performed in his or her basic branch assignments. Most AAC officers have few, if any, Officer Evaluation Reports (OERs) from acquisition assignments when the Major Promotion Board meets.

The most important discriminator continues to be company command OERs. Board members appear to use command reports to measure an officer's ability to succeed as a major. The senior rater's narrative must quantify an officer's performance when the profile does not support an above-center-of-mass (ACOM) report — top 5 percent, number 3 of my 10. Additionally, senior rater narratives that focus on an officer's potential — promote below-the-zone, send to Command and General Staff College, ready for battalion command now — were generally more effective than OERs that focused on what the officer accomplished. Officers with overall center-of-mass files were at risk for nonpromotion. OERs must clearly communicate senior rater assessments on which officers are ACOM.

The message is clear — seek company command, do your job well and maintain a high level of performance on all assignments.

The names of the officers selected for promotion to major are shown below. An asterisk indicates BZ selection.

Agustin, Gene A.	Hetzel, Gregory T.
Akindayomi, Adejuwo	Hodge, Harold B.
Ancira, Samuel S.	Hodge, Matthew S.
Anderson, Henry L.	Howald, Charles O.
Atkinson, Charles W.	Hyman, Terry C.
Ayala, Alejandro	Hynes, Cheryl L.
Babbitt, Joel D.	*Jenkins, Glenn E.
Baker, John T.	Keeton, Chester L.
Barnes, Jackquiline	Kingston, Daniel C.
Bolshazy, Michael S.	Kinn, Daniel D.
Borja, Ralph T.	Kioutas, Nickolas T.
Boswell, Clarence O.	Kram, Anthony S.
Bowser, Charles W.	*Kuenzli, Michael J.
Bridges, Frank D.	Lloyd, Bruce A.
*Briggman, Rodney O.	Lorenz, Matthew C.
Bulsecro, Jonathan D.	Luse, Carey G.
Burbey, Douglas W.	Marolf, Kyle R.
Caldwell, Jeffrey L.	Marsh, Adrian A.
Cannaday, Robert L.	McClintock, Robert
Cheney, David R.	McCurty, Michael J.
Clements, Kerry G.	McLeod, Gary S.
Cochie, Kevin S.	McWhorter, Rodney S.
Cockerham, John L.	Metz, Christopher E.
Conatser, James L.	Momon, James Jr.
Correia, Carlos A.	Morrison, Jeffrey E.
Costas-Olivera, Enrique	Murray, Felecia D.
Crank, Terry G.	Murray, Shawn R.
Dake, Christopher G.	Neumann, Joseph A.
Daniel, Dexter C.	Newman, Leonard J.
Davis, Gary J.	O'Neil, Gayle A.
Domke, Timothy	Orwig, Brian K.
Dring, Lawrence W.	Pasion, Angelito G.
Dudley, Jeffrey J.	Paulus, Mark L.
Dunham, Kevin A.	Peacock, Ossie L.
Edwards, John K.	Phelps, Conway S.
Everton, Michael S.	*Phillips, David C.
Fisher, Richard J.	Poppenberger, Ross
Forrest, Brian D.	Powell, Michael T.
Garrison, Allen B.	Pressley, Eddie L.
Gastan, Gregory J.	Preston, Ronnie H.
Gearhart, Timothy M.	Ralston, Robert L.
Gonzalez, Hector A.	Rivera, Jose M.
Gonzalez, Tarolyn Y.	Roberts, Joseph W.
Griggs, Timothy J.	Saltysiak, Thomas I.
Grizio, Vincent E.	Sanders, Larry G.
Guess, David T.	Sanders, Shelley E.
Hamilton, Ronald G.	Schneider, Maria D.
Harris, Richard L.	Schramm, Matthew F.
Hauenstein, Michael	Scola, Dominic M.
Henry, Gerard	Sheehan, Mark A.

Name	Basic Branch	Name	Basic Branch
Sheppard, Talmadge		Thomas, Kim M.	
Sibaja, Rosiher A.		Thornton, Anthony M.	
Simms, Terry D.		Togisala, Lloyd L.	
Singleton, Keith L.		Tolbert, Vincent J.	
Skeen, Ricky L.		Vancuren, Jeffery P.	
Smith, Granville R.		Vega, Michael A.	
Smith, Joey R.		Verser, Garrett J.	
Smith, Patrick M.		Vroonland, Clifford	
Smith, Quentin L.		*Walsh, Joshua F.	
Snyder, Kent M.		Watts, Robert E.	
Starks, Teresa L.		Weizer, Paul I.	
Stevison, James M.		Wood, Camilla A.	
Stewart, Laundette		Woodbury, Cleo J.	
Stuckey, Rodridguez		Woodbury, Harvey L.	
Taylor, Horace D.		Yankovich, Michael	
Taylor, Keith L.		Yu, Victor Y.	
Taylor, Michael R.			

AAC Accession Board Results

The Army Human Resources Command's annual Acquisition Candidate Accession Board was held in June 2004. The Officer Personnel Management Directorate has approved the following officers for accession into the Army Acquisition Corps (AAC).

Name	Basic Branch	Name	Basic Branch	Name	Basic Branch
Adkins, Travis D.	FA	Burns, Kimberlyn	QM	Franklin, Timothy B.	OD
Alejo, Alexander B.	AV	Caggins, Elliott R.	IN	Garrett, James M.	IN
Alfred-Ockiya, Mary O.	CM	Cassino, Anthony	AV	Gayle, Darrell S.	IN
Allen, Christine E.	EN	Castro, Glover H.	AD	Gegato, Joel	FA
Arbino, John	MI	Centeno, David A. Jr.	FI	Gilbertson, Marc W.	AD
Arzulambert, Juan P.	TC	Chandler, Richard	QM	Giles, Dererick D.	FA
Barnett, Anthony F.	AV	Chung, Jong H.	SC	Goerling, Thomas E.	OD
Barton, Richard	SC	Clemons, Theotis	AR	Gourdine, Sidney M. II	AR
Baylor, Keith	CM	Copeland, Douglas W.	IN	Graves, Vicie R.	MP
Bigelow, David	IN	Copeland, Leah	OD	Greer, Matthew E.	EN
Biggans, Jeffrey	EN	Cromartie, Anthony R.	OD	Griffin, David	SC
Blakeman, Seth	EN	Devera-Waden, Daryl G.	AG	Grodin-Putman,	
Booker, Kenya	QM	Dingle, Joel	OD	Heather J.	MI
Brocht, Joseph J.	AR	Dix, Mitzi L.	AG	Hadnagy, Richard	AV
Brodhage, Mark L.	MP	Downs, Richard T.	AD	Hamilton, Lachiana	AG
Brown, Jeffrey G.	SC	Dugle, Charles J.	IN	Harris, Chad M.	AR
Brown, Robert L. Jr.	SC	Edwards, James	CM	Harris, Jeffery D.	AG
Bryant, Nathanael D.	QM	Ford, Christopher A.	FA	Hayward, Ronald L. Jr.	EN
Burke, Sean M.	TC	Franklin, Joel	OD	Henderson, Mark	SC
				Hodo, Linnen E.	FA
				Hoenig, Edwin D.	SF
				Hubbard, Daniel R.	AR
				Jarzyna, Robert S.	MI
				Jeter, Robert E.	TC
				Johnson, Christopher B.	AV
				Johnson, James P.	AD
				Kackley, Ginger L.	QM
				Karnes, Louis	AV
				Kellogg, Peter	AV
				Kimzey, David C.	AR
				Kleager, James	IN
				Klingensmith, Randall L.	CM
				Kuetemeyer, Curt	QM
				Lash, William D.	EN
				Leija, Francisco J.	FA
				Lord, Brett K.	CM
				Mansfield, Bryon L.	EN
				Margolies, Joseph	TC
				Martin, Chase S.	IN
				Masternak, John T.	OD
				McCollin, Wade	MI
				McDonough, William P.	IN
				McDowell, David H.	FA
				McFall, Thomas G.	AD
				McKee, Scott L.	QM
				McKinney, Matthew K.	MP
				Meeker, Marc M.	OD
				Miles, Stephen	AV
				Moyers, Richard A.	IN
				Murray, Chris H.	SF
				Natole, Steven M.	MI
				Newsome, Jennifer L.	AV
				Nguyen, Khoi T.	EN
				Niemeyer, John T.	TC
				Novak, Jared P.	OD
				O'Donnell, Kenneth G.	AG
				Owens, Mark D.	IN
				Parent, Michael	QM
				Perry, Brenda F.	CM
				Plourd, Daniel	SC
				Pope, Douglas C.	OD
				Pottratz, Michael D.	OD
				Ralph, Antonio D.	MI
				Redecker, Jeffrey E.	OD
				Reinhardt, Nicole U.	QM
				Rios, Steven D.	TC
				Robb, Shane M.	AD
				Rojas, Angel D.	QM
				Rojas, Luis E.	FA
				Romero, Christopher J.	CM
				Root, Philip J.	AV
				Ross, Larry S.	QM
				Ryan, Lid Y.	MP
				Sanders, Lloyd N.	IN
				Schaeffer, Justin C.	IN
				Secor, Rod W.	QM
				Segarra, Raymond X.	FA
				Sensley, John H.	EN
				Sharp, Boyd S.	FA
				Showalter, Pattie M.	QM
				Slemp, Anna M.C.	MP
				Smith, Shana M.	OD
				Solinsky, Christian	FA
				Spahr, Michael S.	FA
				Spurlock, Jonathan W.	AR
				Studer, Jonathan L.	EN
				Sundiata, Senodja F.	MI
				Tautkus, Stephen R.	FA
				Taylor, Anthony M.	FA
				Thomas, Stephen	IN
				Toepfer, Jason P.	IN
				Tompkins, David E. Jr.	SC
				Twitty, Douglas M.	AR
				Verge, Clinton D.	FA
				Vitello, Anthony	SC
				Waddington, William E.	AV

Name	Basic Branch	Name	Basic Branch
Walker, Christopher J.	OD	Wiggins, Robert D.	SC
Walsh, Joshua F.	FA	Williams, O'Neal A. Jr.	SC
Walters, John R.	CM	Winn, Nathan N.	OD
Wanner, James R.	IN	Winterle, Garth K.	EN
Ware, David A.	QM	Winters, Kevin L.	AV
Wells, Charlotta D.	AG	Worley, J.B. III	AV
Weyenberg, Brian L.	FA	Yelverton, Guy III	FA
Whipkey, Christine G.	OD		

SSC Selection Board Results

Results of the Senior Service College (SSC) Selection Board were released Aug. 5, 2004. The board selected 22 Army Acquisition Corps (AAC) members to attend SSC during academic year (AY) 05/06. Two officers were revalidated from the AY 04/05 and are not included in the selection statistics below.

This was the third SSC board conducted by career field. AAC officers are in the Operational Support Career Field (OSCF). Foreign Area Officers (FA48) constitute the only other functional area in this career field. The AAC had 365 officers eligible for selection and 22 were selected. The AAC had a selection rate of 6 percent and the overall OSCF rate was 6.5 percent. Twenty-one of the 22 selectees were current or former product managers/acquisition commanders (PMs/ACs). Below is an overview of AAC selectee profiles:

- 1.04 PM/AC Officer Evaluation Reports (OERs) in board file (down from 1.67 last year).
- 88 percent above-center-of-mass (ACOM) PM/AC OERS in board file (up from 60 percent last year).
- 73 percent of selectees had at least one PM/AC OER in board file (down from 81 percent last year).
- The average number of *DA Form 67-9* OERs for the selectees was 6.6; with an average of 79.2 percent ACOM in board file.
- Selectees belonged to year groups (YGs) 80 (4.5 percent), YG82 (4.5 percent), YG83 (23 percent), YG84 (18 percent), YG85 (41 percent) and YG86 (9 percent). This year, 59 percent of the officers (down from 78 percent last year) were in what has historically been the AAC's "primary" year groups (e.g., YG84 and 85 for this year).

Officers will provide their preferences for SSC online through the AHRC Officer Career Management Knowledge Center. Each officer selected for attendance at SSC was sent a letter from the U.S. Army Human Resources Command (AHRC) Acquisition Management Branch (AMB) explaining how to access the Knowledge Center. The letter also contains a synopsis of each SSC and fellowship available. Selectees may choose to attend resident SSC, enroll in the Army War College Distance Education Program for AY 05/06 or decline. SSC selectees normally attend the Army War College, Air War College, Acquisition Fellowship at the University of Texas (UT)-Austin or the Industrial College of the Armed Forces (ICAF). The last three have limited seats. ICAF and UT-Austin tend to be the two programs for which we have more interested officers than seats available. ICAF has special considerations: officers who are already Joint Service Officers have been awarded an additional skill identifier of 3L and are ineligible to attend, and 50 percent +1 of attendees (by branch) must go to a Joint position immediately following school. Therefore, it is very important that selectees give as much consideration to their second and following choices as they do to their first school.

The SSC alternate list is not published. However, officers who were selected as alternates will receive a letter in the December timeframe informing them of their status. AMB will only be given the list of officers who are considered high alternates. High alternates are those officers who are most likely to be activated to attend SSC. AMB does not expect to receive the high alternate list until mid-December 2004 or January 2005.

The names of the selectees and revalidated officers are:

Anderson, David	LTC	Lewis, Bruce	LTC
Arn, Mark	LTC	McKsymick, Eric	LTC
*Bass, James D.	LTC	Munoz, Daniel	LTC
Cavalier, Michael	LTC	Nicolella, Anthony	LTC
Clarke, Matthew	LTC	Norris, James	LTC
Colvin, Darryl	LTC	Olson, Thomas	LTC
Crabb, Jeffrey	LTC	Openshaw, Shane	LTC
*Dukes, Beatrice	LTC	Ostrowski, Paul	LTC
Green, Allen	COL	Pellicci, Jack	LTC
Hess, John	LTC	Shalosky, Christopher	LTC
Holzman, Simon	LTC	Skinner, Eugene	LTC
King, Dion	LTC		
Klumpp, Joseph	LTC	<i>*Revalidated from AY 04/05 SSC list</i>	

FY05 Army Experimental Test Pilot Board to Convene

The FY05 Army Experimental Test Pilot (XTP) Board will convene on or about Feb. 23, 2005, to select those aviators best qualified to participate in the Army Aviation Experimental Test Pilot Training Program. This board will review and select both commissioned and warrant officer files. Commissioned officers selected to attend training at the U.S. Naval Test Pilot School (USNTPS) are automatically accessed into the Army Acquisition Corps, where they will serve the remainder of their careers.

XTP utilization assignments will be based on the Army's needs, with most initial tours served at the Aviation Technical Test Center at Fort Rucker, AL. USNTPS graduates will serve in XTP or organizational staff positions that directly influence the type, design and configuration of future Army aircraft.

The Army Human Resources Command must receive all applications for the FY05 Army XTP Board by Jan. 14, 2005. Applications for the board should be mailed to Commander, U.S. Army Human Resources Command, ATTN: AHRC-OPF-Q (MAJ Donovan), 200 Stoval Street, Alexandria, VA 22332-0411. Applications must include the following:

- Application memorandum signed by the officer and endorsed through the chain of command (O-6 level).
- Current Department of the Army photo and Officer Record Brief.
- Official transcripts of college credits.
- Most current *DA Form 759, Individual Flight Record and Flight Certificate-Army*.
- Endorsements by instructor/standardization pilots with specific comments on the applicant's flying ability.
- All medical waivers issued during military service.

Refer to *MILPER Message 04-196* for more specific requirements concerning the FY05 XTP Board. For additional information or to request sample application memorandum documentation, contact MAJ Sharlene Donovan at (703) 325-3129, DSN 221-3129 or e-mail sharlene.donovan@hoffman.army.mil. Warrant officers should contact CW4 Lee Tutin at (703) 325-5228, DSN 221-5228 or e-mail lee.tutin@hoffman.army.mil.

News Briefs

PM DSCS-T Completes Satellite Terminal Modernization in Bahrain

Stephen Larsen

With the removal of an AN/MSC-74 shelter that previously housed Digital Communication Satellite Subsystem (DCSS) equipment in May 2004, the Army's Product Manager Defense Satellite Communications Systems – Terminals (PM DSCS-T) successfully completed work under the AN/GSC-52 Modernization Program at Navy Satellite Communications Station (NAVSATCOMSTA), Bahrain.

According to Neil Fiske, project installation team leader for PM DSCS-T, which is part of the Project Manager Defense Communications and Army Transmission Systems (PM DCATS), two fixed-site 38-foot diameter AN/GSC-52 medium satellite terminals were provided to NAVSATCOMSTA, Bahrain. These terminals provide long-haul communications for NAVSATCOMSTA in supporting ground mobile forces, ships and strategic users in the Indian Ocean region, Southwest Asia, Europe — all the way to the East Coast of the United States.



With the removal of an AN/MSC-74 shelter that previously housed DCSS equipment, the Army's PM DSCS-T successfully completed work under the AN/GSC-52 Modernization Program at NAVSATCOMSTA, Bahrain. Upgrades will extend terminal life by 15 years. (U.S. Army photo.)